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AGREEMENT BETWEEN
BOARD OF EDUCATION
RIVERHEAD CENTRAL
SCHOOL DISTRICT
RIVERHEAD, NEW YORK 11901

AND
RIVERHEAD CENTRAL
FACULTY ASSOCIATION

JULY 1, 2005 TO JUNE 30, 2010

RECEIVED

FEB 04 2008

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

418
~~352~~
employees

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PREAMBLE

This agreement is a result of collective negotiations between the Board of Education, Riverhead Central School District, Riverhead, New York, hereafter called Board and the Riverhead Central Faculty Association, hereafter called Association which have been conducted under the requirements and directives of the Public Employees Fair Employment Act (Taylor Law). The provisions of this agreement supersede all conflicting policies and directives of the Board and may be changed only through the mutual agreements of the Board and the Association.

ARTICLE I

Definitions, Recognition and Duration

A. Definitions. Throughout this agreement the terms below will be used to represent the definition which follows each term:

ASSOCIATION: The Riverhead Central Faculty Association

BOARD: The Board of Education

BUILDING PRINCIPAL: The Principal assigned to and responsible for a school within the District and teachers assigned thereto.

DISTRICT: Riverhead Central School District
Riverhead, Suffolk County, New York

SUPERINTENDENT: The Chief Executive Officer of the District

INSTRUCTIONAL UNIT: All members of the professional staff
excepting central administrators,
building principals, assistant building
principals, and district directors.

B. Recognition: The Parties agree that the Association shall be granted exclusive recognition as the negotiations' representative of the Instructional Unit until 210 days prior to the expiration of this contract.

C. Duration of Agreement. This agreement covers five school years commencing July 1, 2005 and terminating on June 30, 2010. Negotiations for the subsequent agreement shall begin on or before the first Monday in December 2009. At the initial meeting a closing date for submission of all items for consideration shall be established.

In the event a subsequent contract is not agreed upon on or before the termination date of the present contract, all salaries and fringe benefits being paid at the conclusion of this contract will be continued until the next contract has been mutually agreed upon and ratified.

ARTICLE II

PAYROLL DEDUCTION

A. The Board agrees to deduct from the salaries of its teachers dues for the Association as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to the Association Treasurer. Teacher authorization shall be in writing on forms supplied by the Association and must be filed by September 15 of any school year to be effective that year. These forms shall remain in effect until revoked by the teacher on form authorized and supplied by the Board between September 1 and September 15 of any given year. These deductions shall be made over twenty consecutive pay dates commencing on or about the first pay period. Deduction forms shall be acceptable to the District Financial Manager. Any changes in the amount of dues for any organization must be indicated to the District Financial Manager by September 1 of the school year. All dates mentioned here shall supersede any contradictory dates appearing on authorization cards.

B. Agency Fee: The District will deduct an agency fee from the salary of any bargaining unit member who does not join the RCFA. The amount of the agency fee shall be set by the RCFA and reported to the district in September of each year. The agency fee will be deducted and transmitted in the same fashion as dues. The RCFA will indemnify and hold harmless the District on the matter of any claims, actions or proceedings related to or arising out of the deduction of the agency fee from the salary of bargaining unit members.

C. The District will provide payroll deduction for NYSUT Benefit Trust, NYSUT Vote-Cope, Teachers' Federal Credit Union, and additional Tax Sheltered Annuities as approved by the Association. Tax shelter payments will be deposited on a bi-monthly basis. Employees may elect the direct deposit of their pay. The District and Union mutually agree that a new annuity will be required only if there are at least ten (10) employees for the plan.

ARTICLE III

Association and Board Rights

A. The Board and the Association shall make available to each other upon request, any and all pertinent information, statistics and records of the District relevant to negotiations or necessary for the proper administration or enforcement of this contract.

B. 1. The President of the Association, if at the secondary level, will have no duties, or if at the elementary level will have no duty assignment and a minimum of four (4) hours per week, exclusive of planning and lunch periods, in which to carry on Association business. Each semester the President and the Building Principal will arrive at a mutually agreeable schedule. Existing personnel, if required to cover the classes in the President's absence, will be given compensatory release time from other duties. The Building Principal will be notified when the President leaves the building.

2. The parties acknowledge that either a secondary, elementary or special area teacher may from time to time be elected President of the Association. In such event, the parties shall meet to determine manner in which the elected teacher shall be provided with time off for Association duties equal to that provided to the immediate prior incumbent President of the Association.

3. The President of the Association, or a designee, with permission of the Superintendent may use a maximum of ten hours in any month to investigate written grievances or to conduct Association business. Building principals concerned should be notified at last one day in advance. Other teachers will be asked to cover the absentee's duties.

C. The Association shall be given a copy of the official Board minutes upon their printing and distribution.

D. The Association shall have a place on the agenda of any Board meeting. The Association shall be scheduled early in the meeting and will receive a copy of the agenda upon its printing and distribution.

E. The Association shall be given a place on the agenda of the orientation program at the start of the school year.

F. Copies of this agreement shall be reproduced at district expense and a copy given to each teacher now employed and hereafter employed by the Board. Thirty additional copies shall be supplied to the Association.

G. The Association shall have the right to use school buildings for professional meetings when the building is staffed by the custodial personnel, provided that if the use of said buildings by the Association results in any expense to the Board for utilities, custodial services, or any other services, the Association shall reimburse the Board. The Association shall have access to the bulletin board space in each building and will have unquestioned use of the teacher mail boxes for official Association business. Duplicating equipment shall be made available by the Board to the Association. Materials used shall be provided by the Association.

H. The Board and the Association agree to continue the Educational Development Committee. The committee's organization and functions will be outlined in Board Policy after consultation with the Association President.

I. 1. When a State Education Department certificated administrative or supervisory position becomes available in the District, an advisory committee consisting of at least one teacher member appointed by the Association President, in addition to the Association President or designee, shall assist in the interviewing process.

2. The Superintendent's office shall arrange a schedule of interviews, and the committee members will then interview and recommend applicants to the Superintendent.

3. All appointments are subject to final approval of the Board of Education.

ARTICLE IV

Grievance Procedure

A teacher contemplating a grievance is encouraged to have a private, informal conference with the Building Principal in an effort to resolve the difficulty. In lieu of this conference, or should the difficulty remain unresolved, the teacher should proceed to Step 1.

A. Definition:

1. A grievance is a written claim which involves the interpretation and application of the terms and provisions of this agreement. The statement of grievance is to set forth the specific event(s) or condition(s) which gave rise to the grievance and the specific contract article and section allegedly violated.
2. An aggrieved person is the person making the claim.
3. The term "teacher" may include a group of teachers who are similarly affected by the grievance.
4. A representative shall mean the person designated by the aggrieved teacher as counsel or the person to act in behalf of the teacher.

B. Procedures:

Step 1. Any teacher may present a grievance to the Building Principal within 15 school days following the act or condition which is the basis of the complaint. The teacher shall confer with the Building Principal within three school days after such Building Principal has received the grievance. At the conference the teacher may be represented by an Association representative or any person of the teacher's choice, and the Building Principal shall likewise have the right to have present for consultation a representative, provided, however, that such representative shall not be a person who is involved as a party rendering judgment in any subsequent step hereunder. In the event that either party wishes the services of such a representative, the parties involved shall nevertheless also be present. The decision will be communicated by the Building Principal in writing to the aggrieved teacher and representative, if any, within five school days after the conference.

Step 2. In the event that the teacher is not satisfied with the disposition of the grievance at Step 1., or in the event that no decision has been rendered within the specified time after presentation of the grievance, the teacher may file the grievance in writing with the Chairperson of the Association Grievance Committee within five school days after the decision at Step One or ten school days after the grievance was presented, whichever is sooner. Within five school days after receiving the written grievance, the Chairperson of the Association Grievance Committee shall refer it, together with a copy of the written decision, if any, at Step 1., to the Superintendent.

The Superintendent or representative shall represent the administration at this level of the grievance procedure. There shall be a conference between the aggrieved and the Superintendent within five school days. Both parties may elect to have a representative present at the conference. Within ten

school days after receipt of the written grievance, the Superintendent or representative shall render a written decision, sending it to the teacher and to the Chairperson of the Association Grievance Committee.

Continuance of the grievance at any Step beyond Step 3 requires the approval of the RCFA President and Grievance Chairperson and/or the RCFA Executive Committee with an additional five school days being allowed at each step for such determination as to continuance of the grievance. By mutual agreement of the Superintendent or representative and the aggrieved party, Step Three may be bypassed, sending the grievance directly to Step Four.

Step 3. In the event the aggrieved person is not satisfied with the disposition at Step 2, or if no decision has been rendered within ten school days, the aggrieved party may request that the matter be referred to a grievance committee composed of two members of the aggrieved party's peer group, one member of the Board of Education, and an administrator who is not involved in the immediate situation. The request to form this grievance committee should be directed to the President of the Board of Education and to the Chairperson of the Association Grievance Committee who shall jointly form the committee. Such committee shall be named and convened within ten school days and within ten school days from its first meeting shall file a written recommendation with the aggrieved party, the Chairperson of the Association Grievance Committee and the Superintendent.

Also present at Step 3 shall be the aggrieved party and representative, if any, the aggrieved party's Building Principal and the Superintendent. They shall be present for clarification only.

Step 4. In the event the aggrieved person is not satisfied with the disposition at Step 3 or if no decision has been rendered within ten school days, or if Step 3 has been bypassed, the aggrieved person may appeal the grievance individually or through a representative to the Board of Education within ten school days. Within ten school days of the receipt of the grievance, the Board of Education shall meet with the aggrieved person and the representative for the purpose of arriving at a mutually satisfactory solution to the grievance. Within ten school days after the meeting of the Board, a written solution or decision shall be rendered to the aggrieved person and the representative.

Step 5. If not satisfied with the disposition of the grievance at Step 4, the aggrieved person may submit the grievance to arbitration by written notice to the Board within fifteen school days of the decision at Step 4.

Within five school days after such written notice of submission to arbitration, the Board and the teacher or grievance committee will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party.

The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

The selected arbitrator will hear the matter promptly and will issue a decision not later than fourteen calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from

the date the final statements and proofs were submitted. The arbitrator's decision will be in writing and will set forth finding of fact, reasoning, and the conclusion of the issue.

The arbitrator shall have no power or authority to make any decision which requires the commission of any act prohibited by law or which is in violation of the agreement.

The decision of the arbitrator shall be final and binding upon all parties.

The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the aggrieved.

C. Miscellaneous:

1. A grievance may be withdrawn at any step without prejudice or record.
2. Copies of all written decisions on the grievance shall be sent to all parties involved.
3. The time limits at any step may be modified by written consent of both parties.

ARTICLE V

Teacher Assignments

The assignment of staff members and their transfer to positions in the various schools and departments of the district shall be made by the Superintendent on the basis of the following criteria:

- 1.) Length of service to the District.
- 2.) Contribution which staff member could make to the students in the position.
- 3.) Qualifications of staff member compared to those of outside candidates both for the position to be vacated and for the position to be filled.
- 4.) Desire of staff member regarding assignment of transfer, and number of prior involuntary transfers.

A. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned outside the scope of their teaching certification in the elementary school or their major or minor fields of study in the secondary schools unless in extreme emergency conditions.

B. Teachers who will be affected by a change in grade assignment in the elementary schools or by changes in grade/subject assignments in the secondary schools will be notified and consulted by their Principals and/or Superintendent and/or Assistant Superintendent as soon as practical, and if possible, prior to June 1. Should circumstances change because of unexpected vacancies and changes in enrollment, assignments may be changed to meet the situation. Personnel so affected shall be promptly notified of the change.

C. Assignments shall be made with consultation of all teachers directly involved and preference shall be given in order of seniority in the District if all other factors are equal.

D. First consideration may be given in filling a promotional, grade or subject opening, to teachers within the faculty who qualify for the position.

E. Transfers should be minimized unless requested by the teacher and will not be made during the school year except in unusual circumstances. No teacher shall be involuntarily transferred without a private teacher/principal and/or Superintendent and/or Assistant Superintendent conference prior to the decision.

F. As soon as the Board is officially notified of a vacancy or establishes a new position in the District, notice shall be posted in each building on the faculty bulletin board. During summer months, faculty who have left a stamped, self-addressed envelope(s) with the office of the Superintendent of Schools, will be notified by mail in July and/or August of any openings. Any position vacancies will be included in the regular opening of school mailing to all faculty, and a copy of such notice shall be transmitted to the Association President. Said notice shall include a basic job description and the minimum requirements. Applications shall be filed with the Superintendent.

G. Teachers who desire a transfer shall file a written statement of such desire with the Building Principal and with the Superintendent. The statement shall include the grade and/or subject and the school or schools in order of preference. It shall also indicate the reason for such request. The office of the Superintendent shall make available to each teacher who has filed such a statement, upon request, system-wide data giving the names of persons who have been assigned or transferred and the nature of the assignment or transfer.

H. If the teacher's application to fill a vacancy or for a transfer is denied, a letter will be sent to the teacher stating reasons for denying the change and a conference arranged, if requested by the teacher, with the Superintendent, at which time these reasons will be discussed.

I. Planning time is time during the school day other than the lunch period when teachers have no regular or special assignment. It is time allowed for professional preparation and consultation. This time will be during the instructional day when schedules permit.

During such time teachers:

- a. will remain available within the assigned building except by permission of the Building Principal;
- b. may be required to meet with parents relative to their pupils;
- c. may be required to observe the classes of other teachers; and
- d. may be required to substitute when a substitute is not available.

J. When a change in curriculum is anticipated, teachers affected may be required by the Board to attend inservice professional or content courses. Every attempt will be made to schedule such courses during the school day. Prior to the designation and scheduling of such course(s), there shall be consultation with the Educational Development Committee. Teachers concerned will receive at least three weeks notice prior to the beginning of such courses. The Board will endeavor to arrange for such courses within the District. The District shall reimburse each teacher for tuition costs, materials, supplies, and mileage (if over fifty miles round trip), if any, upon receipt of a transcript showing successful completion of said course(s). The teacher shall be granted credits in accordance with "SCOPE" or college standards and Board policy for such course(s) outside the school day. Teachers who are on the last column of the salary schedule and who are mandated to take courses outside the school day may elect a stipend of \$140 per credit hour in lieu of credits.

K. No unit member other than those specified in Article VI and VII-D will take part in the supervision of other teachers.

ARTICLE VI

Department Organization

A. Above the normal teaching salary: Department Heads will receive an annual stipend of 12 percent of Step 1 of the Master's column of the existing teachers' salary schedule. Coordinators will receive 10.5 percent and Assistant Department Heads and Guidance Counselors will receive 9 percent of the same step and column.

B. Department heads will teach three periods daily in their own subject field and have one planning period. Each Department Head will devote the rest of the school day to departmental duties.

C. Assistant Department Heads and Coordinators will teach four periods, approximately three hours, and have one planning period daily. The balance of the school day shall be devoted to departmental duties.

D. Teachers serving in any of the above capacities shall be given no other regular assignment.

E. Personnel covered by the above shall work from September 1 through June 30. However, such personnel may satisfy this requirement, all or in part, with administrative approval, by working an equivalent number of days in July and August. Such personnel shall also work whatever time is necessary beyond the regular school day to adequately perform their duties.

F. A team leader shall receive an annual stipend of 2 percent of Step 1 of the Master's column.

G. Nurses, librarians, reading teachers, psychologists, and others requested by the district to work prior to or after the school year shall be paid at the rate of 1/200th of their regular salary per day (prorated for hourly work) when performing similar duties. Salary will be according to the fiscal year in which the work is performed.

ARTICLE VII

Teacher Observation and Evaluation

The purpose of teacher observation and evaluation is to raise the level of instructional quality in the District by encouraging professional growth, successful teacher performance, and support of the District "Philosophy and Goals" as outlined in the Board Policy 0330. The Board will consult with the Association before any changes in the policy are presented to the Board for approval.

A. Definitions:

1. Observation Report - one which is written after a classroom visitation or the observance of a teacher in other regular duties.

2. Evaluation Report - one which is written by a Building Principal or another Board designee covering the observation reports and activities of the teacher for a reasonable period of time, usually a semester or the full year.

B. Criteria and Forms:

The form(s) developed under the 1995-2000 agreement and approved by the Board will be used for the duration of this agreement. Should amendments to the adopted procedures be suggested at any time, a committee composed of two elementary teachers and two secondary teachers, appointed by the Association President, and two elementary and two secondary principals, appointed by the Superintendent, will be convened to make recommendations to the Board. No amendments will be effective without Board approval.

C. The following shall govern all teacher observation and evaluation:

1. All monitoring and observation of the work performance of a teacher will be conducted openly without the use of electronic equipment unless specifically requested by the teacher.

2. The teacher will receive a copy of the observation or evaluation report prepared by the evaluator at a joint conference to discuss its contents. At the teacher's request the conference may be adjourned to a subsequent date but not later than five school days hence before signing the report. Upon the resumption of the conference, the teacher will either sign the document as is, or incorporate in or with it a rebuttal. This, and a copy to be retained by the teacher, should be signed by the teacher and the evaluator with the express understanding that such signature in no way indicates agreement with the contents thereof. No report shall be submitted to Central Administration, placed in the teacher's file, or otherwise acted upon without such conference.

3. The procedure outlined in C.2 will also be followed before any material derogatory to a teacher's conduct, service, character or personality is placed in the teacher's file.

4. Teachers will have the right, upon request and in the presence of the Superintendent, to review those contents of their personal file which have been compiled as a result of experiences while in the employ of the District. A teacher will be entitled to have a representative of the teacher's choice present during such review.

5. Copies of all evaluation reports shall be sent to the District Office after the signing of same by the parties involved. If the teacher refuses to sign, the administrator will so notify the Association President in writing. The evaluation report is to be sent to the District Office ten school days after the conference, if the teacher refuses to sign it, with a note saying the faculty member refused to sign.

D. Superintendent, Assistant Superintendent, Principals, Assistant Principals, Department Supervisors, Directors, Department Heads and Assistants, and Coordinators may be designated by the Board to observe and/or evaluate personnel covered by this agreement. All evaluators must have appropriate supervisory certification.

E. During the first semester of the final year of the probationary period, the Building Principal will review a probationary teacher's folder and hold a conference with the teacher regarding the teacher's tenure possibility. Should the teacher request it, a follow-up conference will be held by the Superintendent and /or the Assistant Superintendent and the Building Principal with the probationary teacher to discuss the teacher's tenure status. At such conferences the Building Principal will indicate to the teacher, specific areas needing improvement, if any. If there is any question in the accumulated observations as to the teacher's competence, the Superintendent and/or Assistant Superintendent may make at least one classroom visit to observe the teacher first-hand if requested by the teacher.

F. No teacher will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause.

G. A probationary teacher not being recommended for tenure is entitled to all rights under section 3031 of the Educational Law as well as any other applicable statutes.

H. Teachers electing the Professional Growth Option under Board Policy 0330 shall not be observed and evaluated under the above procedure.

ARTICLE VIII

Class Size, Class Assignment and Teacher Load

A. Elementary:

1. In the elementary years, grades K through 5, enrollment should not exceed the following:
 - a. in grades K-3 - 25 students;
 - b. in grades 4-5 - 30 students;
 - c. in grades 1 through 5, classes containing a majority of students below grade level achievement in reading shall be limited to 18;
 - d. elementary music and art teachers shall have an average daily number of pupils not to exceed 200.
2. In addition there may be such assignments as bus, corridor and playground duty.
3. In grades K through 5, all teachers shall have a daily minimum of 30 consecutive minutes for planning during the student day whenever possible.

B. Secondary/Middle School:

1. In the secondary years, grade 6 through 12, enrollments should not exceed 30 pupils per class. Exceptions to be noted are:
 - a. In English classes the maximum class size computed as the average of all classes in the department is 25 students. The actual class size of the individual class shall be determined by the department head in conjunction with the Building Principal. Individual maximum teacher load and minimum class size provisions shall not apply.

- b. In science laboratory sections and in crafts and ceramics sections, the maximum should be 20 or the number of stations, whichever is greater, but not exceeding 24. In other art sections, enrollment should not exceed the number of stations available.
 - c. Home and career skills and technology classes should not exceed 20 students.
 - d. Classes arranged for slow learning students should be limited to 18.
 - e. Driver education car instruction class cannot exceed four; class instruction should be limited to 36.
 - f. In team teaching situations, lecture groups will be limited by the size of the facility but probably should not exceed 100 students.
 - g. In classes using word processors or computers for a majority of the time as a basic instructional tool, classes should not exceed 30 students per class and whenever possible should not exceed two students per machine.
2. Class assignment: at the secondary level the normal teaching assignment will be a homeroom, five instructional periods, a planning period, and a study hall.
- a. In place of a study hall a teacher may be assigned a period in a resource center, in hall patrol, or some other regular duty which may include conducting a remedial class for no more than eight students. However, volunteers will be considered before any other teacher is assigned one of these remedial classes and no teacher will be assigned involuntarily two years in a row. For those teachers involved in an activity oriented mini-course program, a lab duty period will replace the study hall duty or required duty. This duty period will be used to prepare for and make possible the activities and field trips in the mini-course program.
 - b. Should teachers agree to a sixth instructional period, they will be relieved of the study hall assignment, and whenever possible a homeroom, and the total average teaching load per day shall not exceed 168. If additional instructional periods in any particular subject are required and there are no volunteers to teach such classes, the Superintendent will notify the Association President who, upon finding these circumstances to exist, will assist in finding such volunteers to teach a sixth instructional period. If there still is no volunteer, the Superintendent can make one such assignment per department.
 - c. Every effort will be made not to schedule teachers for more than four consecutive periods including a study hall without a planning or lunch period intervening or to require more than three teaching preparations per day.
 - d. Home and career skills, technology and health teachers may be assigned six instructional periods. Such teachers will have no study hall assignment, and whenever possible no homeroom.
 - e. No class in which students classified as emotionally handicapped are enrolled will exceed the set limits except for physical education.

3. Teacher load: in grades 6 through 12, the maximum teacher load shall be the sum of the recommended maximums of each instructional class.

4. Should a nine period day be implemented, the following conditions shall prevail:

a. Teachers involved in teaming shall have five instructional periods, one lunch period, one personal preparation period, one team planning period, and one period in which they may be assigned either duty or professional activity three time a week and which will be additional preparation time the other two periods a week.

b. Teachers teaching five periods will have five instructional periods, one lunch period, one personal planning period, one duty period, and one period in which they may participate in two professional activity periods in a week and which will be additional preparation time the other three periods a week.

c. Teachers teaching six periods will have six instructional periods, one lunch period, one personal planning period, and one period in which they may participate in two professional activity periods in a week, the three periods a week being additional preparation time.

d. Department Heads, Assistant Department Heads, and Coordinators will participate in two professional activity periods per week or may be included as part of the pool of teachers for an additional instructional period as outlined in section B.2.b.

e. The professional activities may be proposed by teachers subject to the approval of their principal or his/her designee. A committee in each building which includes Association representation will be established by the Principal to review proposals in question. If an activity is not approved, the reason will be given. In the event that a teacher does not submit a proposal by the specified deadline, he/she may be assigned two/three (as per above guidelines) of these periods per week for professional activities. Such activities may include professional development, curriculum development, projects or extra help for no more than eight students. Traditional non-teaching duties shall not be assigned during these activity periods except as provided for in 4.a. above.

C. General:

1. Should the size of any class exceed the set limits by more than 10 percent, corrective measures will be instituted. The first official assessment as to class enrollment will be made immediately following the third full week of school.

2. Music performing groups are excluded from the limitations of this article.

3. Librarians shall have instructional classes averaging not more than 165 pupils per day.

4. The normal teaching assignment for physical education teachers shall be six classes with no class exceeding 40.

5. Special Education:

- a. Classes shall be limited to State Regulations.
 - b. Classes should be scheduled, when possible, at buildings having students of the same age range.
 - c. Teachers shall have a daily minimum of 30 consecutive minutes for planning.
6. Experimental or innovative programs may exceed the limitations of this article.
7. The Superintendent will try to balance mainstreamed students among the available classes considering the appropriateness of student placement and teacher capabilities.
8. The district will supply the RCFA President with a copy of each building's teacher schedule/class size by October 1 of each school year.
9. Teaming: when teaming is used, a team leader will be mutually agreed upon by team members and approved by the Principal. The team will have a daily team planning period in addition to the regular planning period.
10. Conditions for distance learning are covered in a separate BOCES I agreement signed by the parties.

ARTICLE IX

Teacher Day/Hours

- A. The teaching day, including the lunch period, will be seven hours. In addition, it is expected that the teacher will be available, and accountable to the Building Principal, for after school student help, parental conferences, faculty, grade level and/or departmental meetings.
- B. After school faculty, grade level and/or departmental meetings should average not more than four per month in total. A minimum of three school days notice of such meetings should be given when possible.
- C. Only school business shall be carried on at required faculty meetings.
- D. Each teacher shall work up to twelve (12) hours per year after or before the school day. The hours shall be utilized for staff development. Use of said hours shall be in the discretion of the Superintendent or his designee following consultation with the Association. Said time shall be used in blocks of up to two hours.

ARTICLE X

Block Scheduling

Notwithstanding any provision of this agreement that is to the contrary, or any provision of this agreement that would prohibit or in any way limit the authority of the District to establish block scheduling

at the secondary schools, the District shall be permitted to establish block scheduling at the secondary schools following consultation with the Association. However, upon implementation of a block schedule, the work schedule for teachers shall consist of:

1. Three 90 minute class periods every other day, and two 90 minute class periods plus one 90 minute seminar period on alternate days.
2. One 90 minute preparation period daily.
3. A duty free lunch period daily.

ARTICLE XI

Leave: Cumulative Days and Non-Cumulative Days

A. Cumulative Days:

An employee may accumulate a total of 180 days in the District at the rate of one day for each month of service rendered plus five days to be added at the beginning of each school year. For teachers employed after the beginning of the school year, these five days will be prorated. Any leave already accumulated shall be counted as part of the 180 days.

1. Absences, if any, will be permitted and deducted from an employee's accumulated total as follows:
 - a. One day for each day of personal illness.
 - b. Five days in any fiscal year for sickness in the immediate family.
 - c. Three days in any fiscal year for personal reasons. Such days will be used if the presence of the employee is required for emergencies or other urgent business or family obligations which cannot be transacted outside of school hours. These days may also be used if any teacher can show evidence of a non-refundable prior payment or non-refundable deposit on a day(s) originally scheduled as off but later used as a make-up day(s) due to emergency closing. Personal leave requested for a day immediately before or after a recess period (Christmas, winter and spring), or the Thanksgiving break shall be for the purpose of conducting personal business which cannot be accomplished on any other day. A reason must be given. The request will not be unreasonably denied. In the event of emergency, the foregoing request and approval requirements shall be deemed waived and the teacher in such circumstances shall notify the District of the absence and the reasons therefor as soon as it is possible to do so.
2. A doctor's certificate may be requested for absences under either 1a or 1b.
3. In case of absence in excess of the limits described in paragraph 1 above, or when the accumulation is dissipated, deductions will be made at the rate of 1/200 of the annual salary for each such day for 10 month employees, 1/240 for each day for 12 month employees. Deductions will be reported to the Board of Education by the clerk at the next regular meeting, and the teacher shall be notified in writing concerning the cause and amount of deduction. However, deductions of more than one day shall not be taken from one pay check whenever possible.

4. Sick Leave Bank:

- a. The parties agree that a sick bank will be established by voluntary contributions of one day from each teacher who wishes to participate. If the sick bank drops below five days, another day will be assessed.
- b. The sick bank will be set aside for participating teachers who have exhausted their accumulated days, are not eligible for disability insurance, and have been certified by a physician as unable to work and who have contributed to the current bank when able. A teacher must be employed by the school district for a minimum of 90 calendar days before he/she becomes eligible to apply for the sick bank. The sick bank is to be utilized for those who have suffered an incapacitating illness or accident in excess of 21 calendar days. Periodic verification of the continued illness or disability may be required from the teacher's physician.
- c. Teacher authorization shall be in writing on forms supplied by the Association and must be on file by November 1 of any school year to be effective for that year. These forms will remain in effect until revoked by the teacher by November 1 of each year.
- d. A teacher or teacher's agent wishing to use the sick bank shall apply in writing to the Association President and provide a medical certificate at that time. The President will present the application to a review committee consisting of two representatives of the Association and two representatives of the Board.
- e. If approved, an eligible teacher may draw up to a maximum of sixty (60) days from the bank in any three-year period. Under extenuating circumstances a teacher may petition the committee for additional days.
- f. The committee will award the days provided the criteria have been met. The committee will have the right to request a second opinion and examination from another physician of the committee's choice. When an application is denied, reasons for such denial shall be stated in writing to the applicant.
- g. Teachers who are retiring from the district and have unused sick days after the salary adjustment for retirement, may contribute 10 percent of those days to the sick bank.

B. Non-deductible and Non-cumulative Days:

1. A maximum of three days for attending conferences of a professional nature or for visiting other schools will be allowed at the discretion of the Superintendent. Arrangements for such days are to be made through the Building Principal with final approval by the Superintendent. When a request involves district expense, an estimate of such expense should accompany it.
2. Written or oral reports to the Superintendent are expected for excused days under B1.
3. A maximum of five days in any school year will be allowed for death in the immediate family.
4. Days required for jury duty or for legal proceedings associated with the school district will be granted as needed without loss of cumulative days or pay. The administration may choose to request that the

teacher be excused from jury duty. The teacher will sign the notice and the Superintendent will then attach a letter asking for a postponement without further comment. The Superintendent will send such material to the Commissioner of Jurors and a copy of same will be delivered to the teacher.

5. A maximum of ten (10) days in any school year is to be permitted for medical exclusion of a teacher provided that New York State and/or Suffolk County Department of Health as well as the District's Chief Medical Officer certify that a circumstance or condition exists within the School District which threatens the health status of a teacher. The District reserves the right to reassign a teacher provided that such reassignment would remove the teacher from exposure to the identified medical risk.

C. General:

Requests for any special consideration in A or B above shall be submitted in writing to the Superintendent for Board action at its next regular meeting.

D. Child Bearing and Child Rearing:

1. Absence from work due to medical concerns related to pregnancy shall be treated no differently than absence from work due to any other kind of illness or injury regarding the use of sick leave. The District may require that the teacher provide medical verification of such pregnancy and anticipated date of delivery and return to work.

2. A child-rearing leave incident to the birth or adoption of a child shall be granted to a teacher for a period not to exceed two (2) years. The leave shall be without salary and will not apply toward tenure and/or steps. Such leave shall begin at any time upon 30 days' notice and terminate only at the beginning of the school year or semester. Teachers will be permitted to continue medical coverage at their own expense.

3. Upon return, placement on the salary schedule shall be in accordance with Article XVIII.

4. Failure to return from this leave shall be deemed equivalent to a resignation unless an extension is granted by the Board.

5. Any leave other than specified above is at the discretion of the Board.

6. Adoption

An employee shall be permitted to use his/her accrued sick days, up to a maximum of 30 days, from his/her personal accumulation, due to the adoption of any child. Said sick days must be used in the time period immediately corresponding with the adoption of a child. An additional leave may be taken in conjunction with the Family Medical Leave Act ("FMLA") up to the remaining maximum time period available.

ARTICLE XII

Sabbatical Leave

A. Purpose:

The sabbatical leave shall further the professional development of the teacher and provide enrichment so as to have a direct and positive effect on future teaching. It shall be a part of a planned professional improvement program and shall consist of:

1. Study toward a degree at a college or university, or
2. Study pertinent to the teacher's field, even though not specifically aimed toward another degree, or
3. Individual study, research, and/or travel related to teaching area.

B. Eligibility:

A teacher must have completed a minimum of seven years' teaching service in the District and must possess a permanent teaching certificate.

C. Distribution:

Sabbatical leave shall be granted to eligible candidates but limited to two (2) percent of the total teaching staff of the District during any school year.

D. Definition:

The sabbatical leave will be for:

1. one full school year at half pay, or
2. one half school year at full pay, or
3. three consecutive summers of two months each. The salary for each summer shall be 1/10th of the year's salary during the year in which the sabbatical was granted per month. The summer sabbatical shall be charged to the 2 per cent as in C. of this article in its first year.

E. Application:

1. Should be submitted to Central Administration by March 1 for a sabbatical leave starting during the next fiscal year.
2. Is to include the information required as per the form attached to this agreement.
3. Should indicate status with graduate school when advanced study is involved.

F. Selection:

1. Criteria to be included in order of importance are as follows: a. seniority-to be determined by the number of years employed in the District; b. value of planned leave to District; c. definiteness of educational and financial planning; d. professional study program to date; e. number of previously completed sabbatical leaves.
2. The Board will make the final selections after consultation with the Association Sabbatical Review Committee.
3. Awarding of sabbaticals for the following fiscal year will be made by April 15.

G. Status:

1. During their sabbatical leaves, teachers shall continue to be considered employees of the District and therefore eligible for all benefits, and their salaries shall be in accordance with the salary schedule in effect at the beginning of said sabbatical leaves, except as noted in D.3.
2. While on sabbatical leave, teachers shall be given credit toward salary increments just as if they were in service in the district.
3. While on sabbatical leave, teachers shall use the majority of their time and effort to accomplish the purposes of the sabbaticals and will not accept other major employment during their leave. Teachers shall advise the Board of any employment.
4. When returning from sabbatical leave, teachers will resume their former positions with the district or accept mutually agreed upon assignments.

H. Interruptions:

Upon inability to complete a sabbatical leave due to illness or accident, the teacher will be taken off sabbatical leave salary and will be returned to regular teacher sick leave benefits. The teacher must reapply for any future sabbatical leave.

I. Obligation Upon Completion:

All teachers receiving sabbatical leave are required to teach at least two (2) years in the District upon completion of the leave. Failure to do so without approval of the Board shall require the teacher to refund a pro rata share of the salary paid during the leave.

A written resume of the sabbatical activity and accomplishments shall be submitted to the Board upon return to the District. Those on summer sabbatical will inform the Board annually as to their progress.

J. The Board of Education shall have sole discretion to determine whether or not any sabbaticals shall be granted.

ARTICLE XIII

Parent/Teacher Meetings

A. It is recognized that conferences between teacher and parent are invaluable as a means of reporting student progress and creating a better liaison between home and school. Therefore, report conferences shall be scheduled for the parents of each student in grades K through 5 as follows:

1. Conference shall be held prior to the issuing of the first report card. Subsequent conferences may be arranged at the request of either the teacher or parent during planning or non-teaching hours.
2. One full day during the required conference period will be set aside for parent teacher conferences. One evening, from 6 to 9 p.m., may be set aside for those parents unable to attend the regular daytime conferences. Students will not be required to attend school on the conference day.
3. Conference schedules shall be arranged by the teacher and/or the elementary school principal as agreed upon in the respective buildings.
4. Conferences will be scheduled at the rate of three or four per hour on the average.
5. Conferences not held during these scheduled times will be arranged for by the teacher at a time mutually convenient for parent and teacher. These will necessarily be after school or during planning periods.
6. It is expected that every effort will be made to have a conference with each parent. In extreme circumstances a home conference may be necessary. In such cases the teacher requesting same will be accompanied by the principal.

B. Parents' night, open houses and informational meetings are means by which parents may visit their child's school(s) to become informed as to the role of education in the community. The date, hours and program for such occasions will be decided jointly by the principal and staff of the respective buildings. If a joint agreement is not reached, the principal will make the final decision.

ARTICLE XIV

Substitute Teachers, Vacancies and Long-Term Substitutes

A. In the event that a regular teacher cannot be in attendance on a regular school day, the Building Principal or designee shall make every attempt to hire a substitute teacher. In the event that it becomes impossible to hire a substitute teacher, the Building Principal may assign other teachers on the staff, when not teaching a regular class, to supervise and teach in place of the absent teacher. Such assignments shall be limited to no more than one period per day whenever possible. It is clearly understood that this will not be done unless every effort has been made to secure a substitute teacher.

B. The Board will review yearly the substitute rate of pay.

C. Teachers assigned during their planning periods to supervise and teach in place of an absent teacher shall be reimbursed an additional 1/6th of their day's pay for each period so covered after the first three such assignments in any school year. A record of these assignments will be kept by the Building Principal and a written verification given to the teacher after each assignment. The Building Principal will provide reasons to the teacher for each assignment.

D. Teaching Vacancies

All unencumbered teaching positions shall be filled by certified teaching personnel who shall receive a probationary appointment in areas where certified teachers are able to be secured. In the event the District wishes to hire an uncertified full-time teacher in an unencumbered position, the District must apply for and receive a waiver from the New York State Department of Education prior to hiring the individual and assigning the teacher to perform work. In the event that a time gap exists between the creation of the vacancy and the filling of that position, current secondary RCFA unit members shall be afforded the opportunity to work a sixth teaching period in accordance with Article VIII, Section B.2 of the contract. Such work shall be compensated at one-sixth (1/6th) of one-two hundredth (1/200th) of the teacher's annual salary.

E. Long-Term Substitutes

1. Certified substitute teachers (persons appointed to positions which will last more than 45 consecutive days) who are assigned to an encumbered position at the commencement of the school year (1st teaching day of school) shall receive all benefits and terms and conditions of employment* reflected in the RCFA Collective Bargaining Agreement on day 1 of their appointment to this position. Such teachers shall be paid at a daily rate of 1/200 of BA step 1 on the salary schedule from their first day as opposed to having to served 45 consecutive days before moving to 1/200th of BA Step 1.)

2. Substitute teachers who are assigned to an encumbered position that commences during the school year (after the 1st day of school) shall receive all benefits and terms and conditions of employment* reflected in the RCFA Collective Bargaining Agreement after performing for 45 consecutive days in that position.

3. This Agreement does not pertain to substitutes who are employed on a regular and/or daily basis. Instead, this Agreement only applies to teachers assigned to a specific encumbered position for a finite period of time.

* Health insurance is only provided if the District is not paying for health insurance for the incumbent in the encumbered position at iss

ARTICLE XV

Summer School/Summer Programs

- A. All openings for Summer School, Special Education Summer School, SERP, SELP, or other programs will be advertised in each school prior to the close of each school year. Special consideration shall be given to Riverhead teachers who have had past satisfactory experience in the program or a Riverhead teacher who wishes to apply.
- B. In making staff selection, first consideration will be given to the regularly employed teaching staff. The Superintendent reserves the right to finally place the individual he/she believes to be most qualified.
- C. Summer school staff will be entitled to one (1) sick leave day with pay during each summer school session. This shall apply to all teachers. Each class represents a ninety (90) minute teaching period with three (3) classes equal to a full day based on a six (6) week program at the secondary or elementary level.
- D. Teachers of elementary summer programs will be entitled to one (1) sick leave day with pay during each six (6) week program. Full-day classes must include a 30 minute minimum lunch period. At the elementary level a full day will be 6 hours including lunch.
- E. Hourly rate:

2005-06 \$ 31.70 (no retroactive payment increases)
2006-07 \$ 32.81
2007-08 \$ 33.96
2008-09 \$ 35.15
2009-10 \$ 36.38

ARTICLE XVI

Evening Alternative School Instruction

The hourly wage for evening school instruction will be paid at a rate of

2005-06 \$ 28.35 (no retroactive payment increase)
2006-07 \$ 29.34
2007-08 \$ 30.37
2008-09 \$ 31.43
2009-10 \$ 32.53

ARTICLE XVII

School Calendar

The calendar for each year of this contract will be established by the Board of Education after consultation with the Association. The calendar will show 183 days in each year including the day before school opens in September. The calendar includes two Superintendent's conference days which can be used as instructional days if prior emergency closing requires that the schools be opened on that day. Make-up days for emergency closing will be scheduled by the Board after consultation with the Association. The last two days of the school year will be a half day of student attendance at the elementary level.

ARTICLE XVIII

Riverhead Central School District Salary Schedule

A. The salary schedules applicable to the 2005-06, 2006-07, 2007-08, 2008-09 and 2009-10 school years are attached hereto as Appendix "A". Teachers will be paid bi-weekly. Any of the following methods of payment may be chosen. Teachers wishing to choose another option must notify the District's Finance Manager no later than September 10, otherwise option 1 will be used within the calendar school year:

1. Twenty-one/twenty-two equal payments plus one final payment. The first 21 payments will be equal to 1/26 of the annual salary. The final payment of the school year will be equal to 5/26 of the annual salary.
2. Twenty-one/twenty-two equal payments.
3. Twenty-six equal payments within a year. (September 1 - August 31)

B. Teachers beginning in the district will be placed on a step and at a column to be determined by the Board, but not below the credit requirements for their certification. Any teacher below their correct column when granted tenure will move laterally as necessary to be in the correct credit column.

C. To qualify for placement on the schedule per "B" above the credits must have the approval of the Board of Education. Eligible teachers will be moved laterally upon proof of credit hours earned. Credits presented after the start of any semester will take effect at the start of the next semester except as provided herein. More specifically, with respect to courses completed by September 1st of a given year, and documentation presented by September 30th, lane movement will be available effective back to the beginning of the fall semester. With respect to courses completed by February 1st of a given year, and documentation presented by March 1st, lane movement will be available effective with the start of the second semester.

D. Effective with the 2006-07 school year, unit members shall be limited to two horizontal column movements per contract year (July 1-June 30).

E. Master's Degree:

1. Teachers receiving a Master's Degree will be placed on the Master's schedule. Hours required for Master's will be deducted from total BA+hours to determine any placement beyond Master's.

2. For teachers hired on or before September 1, 1987, the MA+15 and MA+30 columns will be considered BA+60 and BA+75.

3. For teachers hired after September 1, 1987 no salary credits will be granted after reaching BA+45 until Master's Degree is received.

F. The Board of Education may withhold the lesser of 6% of base salary or the negotiated increase of the current year's schedule over the previous year's schedule from the salary of a teacher for only one year providing at least two consecutive written evaluation reports which indicate such possible action have been filed in the teacher's record. This may not be continued for more than one year without formal action being taken against the teacher by the Board, unless jointly agreed upon by the teacher, an Association Review Committee and the Board.

G. If employment begins after the start of either semester, vertical moves on the salary schedule will be made on September 1, or February 1, nearest following the anniversary date of the teacher's employment. A year's credit in the District will be granted only upon the completion of two full semesters of service. This provision shall also apply to teachers taking leaves of absence. Two full semesters of service shall mean services for which the unit member is not out on uncompensated absences for more than four (4) weeks (20 business days) during such time period, or where the unit member starts employment no more than twenty (20) working days after the school year starts, or any combination of the two that does not exceed twenty (20) days.

H. Teachers who work for the District during July and August, other than in summer school or curriculum development, will be paid at the rate of 1/200th of the annual salary for each day or at the rate of 1/10th the annual salary for each month.

I. Teachers hired for curriculum work will be paid at the rate of

2005-06	\$30.39
2006-07	\$31.45
2007-08	\$32.55
2008-09	\$33.69
2009-10	\$34.87

ARTICLE XIX

NURSES SCHEDULE

Any school nurse currently employed will remain on the present teacher salary schedule. All RN's employed as of July 1, 1996, will be placed on the new RN schedule:

	2005/06	2006/07	2007/08	2008/09	2009/10
1.	\$46,031	\$47,642	\$49,309	\$51,035	\$52,821
2.	\$48,883	\$50,594	\$52,365	\$54,198	\$56,095
3.	\$51,524	\$53,327	\$55,193	\$57,125	\$59,124
4.	\$54,166	\$56,062	\$58,024	\$60,055	\$62,157
5.	\$56,807	\$58,795	\$60,853	\$62,983	\$65,187
6.	\$59,451	\$61,532	\$63,686	\$65,915	\$68,222

1. Incumbent nurses on the "-B" column of the teachers salary schedule shall be permitted to elect to be paid pursuant to the salary schedule set forth in Article XVI(1)(5) of the expired labor agreement between the District and the Association for the period of July 1, 1995 to June 30, 2000. Upon such election, the nurse shall be placed on a salary step commensurate with the nurse's years of service in the District. Said election shall be made on or before April 1, 2001 in writing to the Superintendent.

2. Those nurses employed on or after 7/1/96, or those nurses who have elected to switch schedules as set forth above, shall be allowed to obtain a salary differential based upon the acquisition of credits. Provided that prior approval has been obtained, such Nurses who obtain 15 undergraduate college or university course credits, graduate college or university course credits, health care professional organization sponsored in-service credits, or District in-service credit that relate directly to their duties, shall be paid a stipend in the amount of \$500. Nurses possessing credit earned between July 1, 1996 and the date of execution of the contract, shall be granted the above salary differential provided the prior earned credits meet the criteria set forth above, with the exception of the requirement of prior approval.

3. It is agreed that the District may apply for and utilize all the Excellence in Teaching (EIT) funds to offset the cost of the schedule.

ARTICLE XX

Extra Duty, Extracurricular and Coaching Remuneration

A. Compensation per teacher/employee will be made in accordance with the schedules as outlined in this article.

B. Method of Payment:

1. The teacher/employee receiving an honorarium or coaching salary may choose to be paid in one lump sum at the conclusion of the season or activity or in two equal payments, one being made at the midpoint of the season or activity and the second being made at the conclusion of the season or activity.
2. Teacher/advisor/coaches will be paid according to the schedules shown in sections C through E.
3. Additional personnel in any category will receive a like stipend.
4. Payment for services rendered in this article will be made only after claim forms have been approved by the building principal and filed with the district business office.
5. If any activity covered under the provisions of the article is cancelled for any reason after its start, the appropriate fee will be prorated, except that no payment shall be made if the activity fails to survive four sessions.
6. Reimbursements for conferences, mileage, and other approved expenses shall be made within 25 working days of date of correctly filed business office forms.

C. Club and Class Activities:

1. The following activities, if approved and functioning, will pay a salary per sponsor as indicated by the group letter and per the attached listed schedules.

GROUP A

4-5th Grade Band
4-5th Grade Orchestra
4-5th Grade Chorus
Bible Club
Middle School Store
Service/Citizenship Organization

GROUP B

6th Grade Band
6th Grade Orchestra
6th Grade Chorus
Art Club
AV Club
Book of the Month Club
Buty/Martin Luther King Club
Chess Club
County Fair Coordinator
Cultural Studies Club
Dance Club
Display Club
Environmental Club

Flag Twirlers
French Club
Future Nurses' Club
Hugs Club
Incentive Club
Keyboarding Club
Latin Club
Leo Club
Library Club
Majorettes
Math Club
National Honor Society
National Junior Honor Society
Outdoor Club
Photography Club
S.A.D.D.
Science Club
Social Studies Club
Spanish Club
Step & Drill Team
Student Council (Government)-Middle School
Technology Club
Video Imaging Club
Young Playwriters Club

GROUP C

7th Grade Band
7th Grade Chorus
7 & 8th Grade Orchestra
8th Grade Band
8th Grade Chorus
9th Grade Band
9th Grade Chorus
8th Grade Advisor
Freshman Class Advisor
Sophomore Class Advisor
Junior Class Advisor
DECA Club
Key Club
Interact Club
Mentathletes Head Coach
Physical Education Leaders Club
Yearbook Business Manager

GROUP D

High School Orchestra
 High School Chorus
 Journalism Club
 Literary Magazine Advisors
 Memory Book Advisor
 Newspaper Advisors
 Senior Class Advisor

GROUP E

High School Band
 High School Chamber Choir
 High School Chamber Orchestra
 High School Show Choir
 High School Stage Band
 Middle School Chamber Orchestra
 Middle School Show Choir
 Middle School Stage Band

GROUP F

Yearbook Advisor
 Exchange Program Coordinator
 Blue Masques (per production)
 Student Counsel (Government)-High School

Whenever possible, the above activities will normally be scheduled on a regular basis at the conclusion of the instructional day. Sessions should conclude in time for the late bus unless special arrangements have been made with the building principal or his/her designee. With prior approval, teachers in the above categories chaperoning overnight trips may apply for compensation in section D.2.

<u>2005-06</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>
Group A - \$ 665	A - \$765	A - \$792	A - \$819	A - \$848
Group B - \$1,097	B - \$1,262	B - \$1,306	B - \$1,351	B - \$1,399
Group C - \$1,535	C - \$1,765	C - \$1,827	C - \$1,891	C - \$1,957
Group D - \$1,969	D - \$2,264	D - \$2,344	D - \$2,426	D - \$2,511
Group E - \$2,801	E - \$3,221	E - \$3,334	E - \$3,451	E - \$3,572
Group F - \$3,317	F - \$3,815	F - \$3,948	F - \$4,086	F - \$4,229

D. For these activities, Art in Action, Mentathlon Subject Coaches, Activities, Dance, Detention, Chaperones, Ticket Sellers, Game Supervisors, Timers and Scorers, if approved, payment to the sponsor shall be at the rate shown below per hour for the time spent beyond the teaching day:

2005-2006 \$25.09 (no retroactive payment increase)
 2006-2007 \$25.97

2007-2008 \$26.88
 2008-2009 \$27.82
 2009-2010 \$28.79

1. Such jobs are assigned or volunteered with the approval of the Building Principal.
2. There will be a maximum of \$112.29 for 2005-06; \$116.22 for 2006-07; \$120.29 for 2007-08; \$124.50 for 2008-09; and \$128.86 for 2009-10 per 24-hour day for any one trip or event per teacher/employee.
3. Friday night and Saturday night basketball jobs receive \$2.64 for 2005-06; \$2.73 for 2006-07; \$2.83 for 2007-08; \$2.93 for 2008-09 and \$3.03 for 2009-10 per hour additional.

E. Compensation per teacher/coach for coaching interscholastic sports, intramural sports and cheerleading will be in accordance with the schedule which follows:

1. Coaching appointments will be made on a yearly basis. Applications and resumes must be submitted to the Athletic Director. A committee comprised of Athletic Director, Building Principal and another coach will interview and make a recommendation to the Superintendent of Schools. Any dispute concerning the matter of the assigning by the Board of Education of non-unit personnel to interscholastic coaching assignments (based upon superior qualifications to those of unit personnel) are to be referred to a mediator for resolution. If the District appoints non-unit personnel as outlined above, and there is a qualified unit member (s) who applied, then the individual shall pay by means of payable deduction, an agency fee of 3.75% of the stipend.

2. Grouping:
 - Group A - Football, Wrestling, Basketball
 - Group B - Baseball, Track, Volleyball, Softball, Soccer, Lacrosse
Field Hockey, Gymnastics, Cheerleading
 - Group C - Cross Country, Tennis, Bowling, Golf

3. SCHEDULES

2005-06	Group A	Group B	Group C
Head Varsity	\$5,917	\$5,336	\$4,834
Varsity Asst. Head JV	\$5,049	\$4,537	\$4,108
JV Assistant	\$4,762	\$4,270	\$3,867
9 th Grade Head	\$4,472	\$4,005	\$3,626
Middle School Head	\$4,185	\$3,737	\$3,381
9 th , Middle School Asst.	\$3,895	\$3,469	\$3,141
2006-07	Group A	Group B	Group C
Head Varsity	\$7,043	\$6,217	\$5,126
Varsity Assistant-Asst. JV	\$6,009	\$5,284	\$4,356
JV Assistant	\$5,668	\$4,974	\$4,100

JV Assistant	\$5,668	\$4,974	\$4,100
9 th Grade Head	\$5,323	\$4,663	\$3,844
Middle School Head	\$4,981	\$4,352	\$3,585
9 th Middle School Ass't	\$4,636	\$4,041	\$3,331

2007-08	Group A	Group B	Group C
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Head Varsity	\$7,290	\$6,435	\$5,305
Varsity Assistant-Asst JV	\$6,220	\$5,469	\$4,508
JV Assistant	\$5,867	\$5,148	\$4,243
9 th Grade Head	\$5,510	\$4,826	\$3,979
Middle School Head	\$5,155	\$4,504	\$3,711
9 th Middle School Ass't	\$4,798	\$4,182	\$3,447

2008-09	Group A	Group B	Group C
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Head Varsity	\$7,545	\$6,680	\$5,491
Varsity Assistant-Asst. JV	\$6,437	\$5,661	\$4,666
JV Assistant	\$6,072	\$5,328	\$4,392
9 th Grade Head	\$5,702	\$4,995	\$4,118
Middle School Head	\$5,335	\$4,662	\$3,841
9 th Middle School Ass't	\$4,966	\$4,329	\$3,568

2009-10	Group A	Group B	Group C
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Head Varsity	\$7,809	\$6,893	\$5,683
Varsity Assistant-Asst JV	\$6,663	\$5,859	\$4,829
JV Assistant	\$6,284	\$5,514	\$4,546
9 th Grade Head	\$5,902	\$5,170	\$4,262
Middle School Head	\$5,522	\$4,825	\$3,975
9 th Middle School Ass't	\$5,140	\$4,480	\$3,693

4. Post season championship play will be paid at a weekly coaching rate prorated according to season length.

5. Intramurals and weight training will be paid \$30.78 (year 1) (no retroactive payment), \$31.86 (year 2), \$32.98 (year 3), \$34.14 (year 4) and \$35.32 (year 5) per session each year of the agreement respectively. Each session is 75 minutes in length.

F. Additional extracurricular activities must have the approval of the Board of Education.

ARTICLE XXI

Insurance

A. Health care benefits:

The District shall provide fully paid health insurance for teachers. Either family or individual coverage is provided.

B. Plan

Simultaneous with the switch to New York State Health Insurance Program, the District will provide a vision care program containing equivalent or better benefits than the former East End Health Plan "Group Vision Care Expense Program."

C. All unit members hired after 7/1/96 will contribute 15% toward the premium cost of health insurance coverage, individual or family, as applicable. All other unit members will contribute 5% toward the premium costs to the District of health insurance coverage, family or individual, as applicable. Contributions may be made through payroll deduction utilizing the 125 Flex Plan.

D. The District shall provide contributions to a Member Benefit Trust Fund. The allocated monies will be spent for the insurance program selected by the Association involving the areas of: (1) Life Insurance, Accidental Death and Dismemberment, (2) Long-Term Disability Insurance, (3) Dental Insurance, and (4) Rehabilitation Expense and/or Group Excess Major Medical Insurance, or any other insurance benefit. The District shall increase its per FTE contribution to the member Benefit Trust Fund by 3.5% per year for each of the five years of this agreement. The foregoing increases will be implemented upon a demonstration that the Association has established a Benefit Trust and has obtained the opinion of counsel or a certified public accountant that the welfare fund program and benefit trust complies with the Internal Revenue Code. The Benefit Trust entity will possess the authority to manage and direct the application of trust funds. The Association shall provide the District with an annual certified audit of the Fund.

E. Any teacher may waive the right to be covered by health insurance and relieve the District of any obligation for paying premiums on the teacher's behalf. A teacher making such election will receive the sum of \$2,000. Such amount shall increase to \$2,500 per year effective with the 2006-07 school year. This payment shall be made in an evenly distributed basis in conjunction with regular payroll. Teachers' eligibility for the payment shall continue during periods of FMLA Leave. If such election occurs during the year, the sum will be prorated. If there is the equivalent of forty (40) teachers who waive health insurance for a full 12- month period prior to June 30 of any contract year, the District will pay an additional \$5,000 for the insurance programs under Section B. above for such year.

F. Protection of Teachers:

1. If a teacher is assaulted in connection with the performance of school-related duties, the school principal will be given a written notice of the fact. The principal shall transmit such notice to the Superintendent, who will notify the Board. The Board, Superintendent, and Building Principal shall comply with any request from such teacher or representative for information in their possession relating to the incident and will otherwise cooperate with the teacher in the event of a civil or criminal proceeding.

3. The Board agrees to save harmless and protect teachers from financial loss and will provide for their defense, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person within or about the school building or any other area, providing such teacher at the time of the accident was acting in the performance of school-related duties.

4. Whenever a teacher is absent from employment and unable to perform normal duties as a result of personal injury occurring in the course of the performance of such duties, the teacher will be paid the full salary for the period of this absence, not to exceed 90 calendar days, less the salary payment of the Worker's Compensation for said injury. No part of such absence will be charged to cumulative leave. The Board may request a reasonable number of physical examinations, at its expense, by a doctor selected by the teacher and approved by the Worker's Compensation Board.

5. The Board will provide teachers with reimbursement for the cost of replacing or repairing such items as dentures, eyeglasses, clothing and personal effects not covered by Worker's Compensation which are destroyed, damaged, or lost as the result of an assault in the connection with the performance of duties.

6. If criminal or civil proceedings are brought against the teacher in connection with the performance of school-related duties, the Board will provide legal counsel; defend the teacher in such proceedings; or pay for teacher's counsel at a rate not to exceed the normal fee of the Board's attorney.

7. The District will cover the cost of the deductible of the Personal Insurance Policy covering any teacher's property damaged by vandalism while in the performance of the teacher's duties up to a maximum of \$200 per claim and \$4,000 per year for all claims payable in June of each year.

ARTICLE XXII

Retirement

A. Upon written notification to the Board of regular or disability retirement, any teacher of the District, with a minimum of 10 years of service in the Riverhead Central Schools, shall have the final year's annual salary adjusted to an amount not to exceed 10% and for those teachers with a minimum of 15 years service, 20% and for those teachers with a minimum of 20 years of service, 30%. This excess sum is to be paid to qualifying teachers in the following manner. Payments of the adjusted sum will be made up to the limit for unused leave at the daily rate of 1/200th of the year's salary until the sum represented by the adjustment has been reached, or until unused leave is exhausted.

In the event of retirement prior to the completion of a school year, the total adjusted final year's salary will be paid in proportion to that part of the school year completed prior to the retirement date.

B. Retirement Option (Effective November 1, 2006)

Employees with a minimum of 10 years of full time service with the Riverhead Central School District, and who qualify for retirement with the New York State Teacher Retirement System, shall be eligible for either of the following two options.

Employees with a minimum of 10 years of full time service with the Riverhead Central School District, and who qualify for retirement with the New York State Teacher Retirement System, shall be eligible for either of the following two options.

Option 1 – The employer contribution toward health insurance premiums in retirement shall be as follows:

For those employees electing individual coverage; 75% of the premium for individual coverage.

For those employees electing Family coverage, the above amount plus 60 percent of the difference between individual and family coverage.

Such contribution levels shall be in place until the employee becomes eligible for Medicare. At that time the employer contribution shall be at 50% on individual coverage and 35% of the difference between individual and family coverage.

OR

Option 2 – For employees who have health insurance coverage from another source, the employer shall make a one time lump sum payment of \$40,000. Such payment to be made into employees' 403(b) account in the form of a non-elective employer contribution.

ARTICLE XXIII

Layoff and Subcontracting

A. There shall be no layoff of teaching personnel except that the staff can be diminished due to:

1. Attrition: This refers to a teacher who retires or otherwise leaves the employ of the district.
2. Decreased enrollment.
3. Deletion of subject areas.

However, class size must continue to be maintained for deletions under 1, 2 and 3 above and the overall student/teacher ratio (one teacher to 16.85 students based on the October 1, 1978 ratio of 248.5 rounded to 249 teachers for 4,197 students) must continue to be maintained for deletions under 2. and 3. at the secondary level and for ancillary staff at the elementary level.

4. The above is not intended to override the public policy of the State of New York as set forth in decisional law.

B. The Board of Education can subcontract any portion of its educational program to an outside agency provided no probationary or tenured teacher is laid off by reason thereof. There is no probation whatsoever regarding transfer of Special Education programs to BOCES or schools for the handicapped even if probationary staff is reduced thereby. Should such transfer be mandated pursuant to State law, tenure teachers may also be excessed.

**RIVERHEAD CENTRAL SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE
2005-2006**

Step	B	B+15	B + 30	B + 45 M	M + 15	B+75 M + 30	M + 45	M + 60	DR M + 75
1	40,980	43,439	45,897	48,357	50,817	53,275	55,734	58,192	60,652
2	42,819	45,242	47,666	50,091	52,514	54,938	57,360	59,785	62,210
3	45,241	47,666	50,091	52,514	54,938	57,360	59,785	62,210	64,633
4	47,666	50,090	52,514	54,938	57,360	59,785	62,210	64,633	67,056
5	50,091	52,514	54,938	57,360	59,785	62,210	64,633	67,056	69,479
6	52,514		57,360	59,785	62,210	64,633	67,056	69,479	71,904
7	54,938		59,785	62,210	64,633	67,056	69,479	71,904	74,329
8	57,360		62,210	64,633	67,056	69,479	71,904	74,329	76,751
9	59,785		64,633	67,056	69,479	71,904	74,329	76,751	79,175
10	62,210		67,056	69,479	71,904	74,329	76,751	79,175	81,598
11	64,633		69,479	71,904	74,329	76,751	79,175	81,598	84,024
12	64,633		71,904	74,329	76,751	79,175	81,598	84,024	86,447
13	64,633		74,329	76,751	79,175	81,598	84,024	86,447	88,870
14	64,633		74,329	79,175	81,598	84,024	86,447	88,870	91,294
15	67,056		76,750	81,500	84,000	86,500	89,000	91,500	94,000
16	67,056		76,750	81,500	84,000	86,500	89,000	91,500	94,000
17	67,056		76,750	81,500	84,000	86,500	89,000	91,500	94,000
18	67,056		78,000	83,000	85,500	88,000	90,500	93,000	95,500
19	67,056		78,000	83,000	85,500	88,000	90,500	93,000	95,500
20	71,096		80,000	85,000	88,000	90,500	92,500	95,000	97,750
21	71,096		80,000	85,000	88,000	90,500	92,500	95,000	97,750
22	71,096		82,000	87,000	89,500	92,000	94,500	97,000	99,500
23	71,096		82,000	87,000	89,500	92,000	94,500	97,000	99,500
24	71,096		84,000	89,000	91,500	94,000	96,500	99,000	101,800
25	75,135		84,000	89,000	91,500	94,000	96,500	99,000	101,800
26	75,135		86,000	91,000	93,500	96,000	98,500	101,000	103,500
27	75,135		86,000	91,000	93,500	96,000	98,500	101,000	103,500
28	75,135		86,000	91,000	93,500	96,000	98,500	101,000	103,500
29	79,195		88,900	93,500	96,000	99,000	101,500	104,000	106,500
30	79,195		88,900	93,500	96,000	99,000	101,500	104,000	106,500

**RIVERHEAD CENTRAL SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE
2006-2007**

Step	B	B+15	B + 30	B + 45 M	M + 15	B+75 M + 30	M + 45	M + 60	DR M + 75
1	42,415	44,959	47,504	50,050	52,596	55,139	57,684	60,228	62,774
2	44,317	46,826	49,335	51,844	54,352	56,860	59,368	61,878	64,387
3	46,825	49,335	51,844	54,352	56,860	59,368	61,878	64,387	66,895
4	49,335	51,843	54,352	56,860	59,368	61,878	64,387	66,895	69,403
5	51,844	54,352	56,860	59,368	61,878	64,387	66,895	69,403	71,911
6	54,352		59,368	61,878	64,387	66,895	69,403	71,911	74,421
7	56,860		61,878	64,387	66,895	69,403	71,911	74,421	76,930
8	59,368		64,387	66,895	69,403	71,911	74,421	76,930	79,438
9	61,878		66,895	69,403	71,911	74,421	76,930	79,438	81,946
10	64,387		69,403	71,911	74,421	76,930	79,438	81,946	84,454
11	66,895		71,911	74,421	76,930	79,438	81,946	84,454	86,965
12	66,895		74,421	76,930	79,438	81,946	84,454	86,965	89,472
13	66,895		76,930	79,438	81,946	84,454	86,965	89,472	91,981
14	66,895		76,930	81,946	84,454	86,965	89,472	91,981	94,489
15	69,403		79,436	84,353	86,940	89,528	92,115	94,703	97,290
16	69,403		79,436	84,353	86,940	89,528	92,115	94,703	97,290
17	69,403		79,436	84,353	86,940	89,528	92,115	94,703	97,290
18	69,403		80,730	85,905	88,493	91,080	93,668	96,255	98,843
19	69,403		80,730	85,905	88,493	91,080	93,668	96,255	98,843
20	73,584		82,800	87,975	91,080	93,668	95,738	98,325	101,171
21	73,584		82,800	87,975	91,080	93,668	95,738	98,325	101,171
22	73,584		84,870	90,045	92,633	95,220	97,808	100,395	102,983
23	73,584		84,870	90,045	92,633	95,220	97,808	100,395	102,983
24	73,584		86,940	92,115	94,703	97,290	99,878	102,465	105,363
25	77,764		86,940	92,115	94,703	97,290	99,878	102,465	105,363
26	77,764		89,010	94,185	96,773	99,360	101,948	104,535	107,123
27	77,764		89,010	94,185	96,773	99,360	101,948	104,535	107,123
28	77,764		89,010	94,185	96,773	99,360	101,948	104,535	107,123
29	81,967		92,012	96,773	99,360	102,465	105,053	107,640	110,228
30	81,967		92,012	96,773	99,360	102,465	105,053	107,640	110,228

**RIVERHEAD CENTRAL SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE
2007-2008**

Step	B	B+15	B + 30	B + 45 M	M + 15	B+75 M + 30	M + 45	M + 60	DR M + 75
1	43,899	48,533	49,166	51,801	54,436	57,069	59,703	62,336	64,971
2	45,868	48,465	51,061	53,659	56,254	58,850	61,446	64,043	66,641
3	48,464	51,061	53,659	56,254	58,850	61,446	64,043	66,641	69,236
4	51,061	53,658	56,254	58,850	61,446	64,043	66,641	69,236	71,832
5	53,659	56,255	58,850	61,446	64,043	66,641	69,236	71,832	74,428
6	56,254		61,446	64,043	66,641	69,236	71,832	74,428	77,025
7	58,850		64,043	66,641	69,236	71,832	74,428	77,025	79,623
8	61,446		66,641	69,236	71,832	74,428	77,025	79,623	82,218
9	64,043		69,236	71,832	74,428	77,025	79,623	82,218	84,814
10	66,641		71,832	74,428	77,025	79,623	82,218	84,814	87,410
11	69,236		74,428	77,025	79,623	82,218	84,814	87,410	90,008
12	69,236		77,025	79,623	82,218	84,814	87,410	90,008	92,604
13	69,236		79,623	82,218	84,814	87,410	90,008	92,604	95,200
14	69,236		79,623	84,814	87,410	90,008	92,604	95,200	97,796
15	71,832		82,217	87,305	89,983	92,661	95,339	98,017	100,695
16	71,832		82,217	87,305	89,983	92,661	95,339	98,017	100,695
17	71,832		82,217	87,305	89,983	92,661	95,339	98,017	100,695
18	71,832		83,556	88,912	91,590	94,268	96,946	99,624	102,302
19	71,832		83,556	88,912	91,590	94,268	96,946	99,624	102,302
20	76,160		85,698	91,054	94,268	96,946	99,088	101,766	104,712
21	76,160		85,698	91,054	94,268	96,946	99,088	101,766	104,712
22	76,160		87,840	93,197	95,875	98,553	101,231	103,909	106,587
23	76,160		87,840	93,197	95,875	98,553	101,231	103,909	106,587
24	76,160		89,983	95,339	98,017	100,695	103,373	106,051	109,051
25	80,486		89,983	95,339	98,017	100,695	103,373	106,051	109,051
26	80,486		92,125	97,481	100,160	102,838	105,516	108,194	110,872
27	80,486		92,125	97,481	100,160	102,838	105,516	108,194	110,872
28	85,019		94,803	100,160	102,838	106,051	108,729	111,407	114,085
29	85,019		95,232	100,160	102,838	106,051	108,729	111,407	114,085
30	85,019		95,232	100,160	102,838	106,051	108,729	111,407	114,085

**RIVERHEAD CENTRAL SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE
2008-2009**

Step	B	B+15	B + 30	B + 45 M	M + 15	B+75 M + 30	M + 45	M + 60	DR M + 75
1	45,436	48,161	50,887	53,614	56,342	59,067	61,793	64,518	67,245
2	47,474	50,161	52,848	55,537	58,223	60,910	63,596	66,285	68,973
3	50,160	52,848	55,537	58,223	60,910	63,596	66,285	68,973	71,659
4	52,848	55,536	58,223	60,910	63,596	66,285	68,973	71,659	74,347
5	55,537	58,224	60,910	63,596	66,285	68,973	71,659	74,347	77,033
6	58,223		63,596	66,285	68,973	71,659	74,347	77,033	79,721
7	60,910		66,285	68,973	71,659	74,347	77,033	79,721	82,410
8	63,596		68,973	71,659	74,347	77,033	79,721	82,410	85,096
9	66,285		71,659	74,347	77,033	79,721	82,410	85,096	87,783
10	68,973		74,347	77,033	79,721	82,410	85,096	87,783	90,469
11	71,659		77,033	79,721	82,410	85,096	87,783	90,469	93,159
12	71,659		79,721	82,410	85,096	87,783	90,469	93,159	95,845
13	71,659		82,410	85,096	87,783	90,469	93,159	95,845	98,532
14	71,659		82,410	87,783	90,469	93,159	95,845	98,532	101,219
15	74,347		85,094	90,361	93,132	95,904	98,676	101,448	104,219
16	74,347		85,094	90,361	93,132	95,904	98,676	101,448	104,219
17	74,347		85,094	90,361	93,132	95,904	98,676	101,448	104,219
18	74,347		86,480	92,024	94,795	97,567	100,339	103,111	105,883
19	74,347		86,480	92,024	94,795	97,567	100,339	103,111	105,883
20	78,825		88,697	94,241	97,567	100,339	102,556	105,328	108,377
21	78,825		88,697	94,241	97,567	100,339	102,556	105,328	108,377
22	78,825		90,915	96,458	99,230	102,002	104,774	107,546	110,317
23	78,825		90,915	96,458	99,230	102,002	104,774	107,546	110,317
24	78,825		93,132	98,676	101,448	104,219	106,991	109,763	112,867
25	83,303		93,132	98,676	101,448	104,219	106,991	109,763	112,867
26	83,303		95,350	100,893	103,665	106,437	109,209	111,981	114,752
27	87,995		98,565	103,665	106,437	109,763	112,535	115,307	118,078
28	87,995		98,565	103,665	106,437	109,763	112,535	115,307	118,078
29	87,995		98,565	103,665	106,437	109,763	112,535	115,307	118,078
30	87,995		98,565	103,665	106,437	109,763	112,535	115,307	118,078

**RIVERHEAD CENTRAL SCHOOL DISTRICT
TEACHERS' SALARY SCHEDULE
2009-2010**

Step	B	B+15	B + 30	B + 45 M	M + 15	B+75 M + 30	M + 45	M + 60	DR M + 75
1	47,026	49,847	52,668	55,491	58,314	61,134	63,956	66,776	69,599
2	49,135	51,917	54,698	57,481	60,261	63,042	65,822	68,605	71,387
3	51,916	54,698	57,481	60,261	63,042	65,822	68,605	71,387	74,167
4	54,698	57,479	60,261	63,042	65,822	68,605	71,387	74,167	76,949
5	57,481	60,261	63,042	65,822	68,605	71,387	74,167	76,949	79,729
6	60,261		65,822	68,605	71,387	74,167	76,949	79,729	82,511
7	63,042		68,605	71,387	74,167	76,949	79,729	82,511	85,294
8	65,822		71,387	74,167	76,949	79,729	82,511	85,294	88,074
9	68,605		74,167	76,949	79,729	82,511	85,294	88,074	90,855
10	71,387		76,949	79,729	82,511	85,294	88,074	90,855	93,636
11	74,167		79,729	82,511	85,294	88,074	90,855	93,636	96,419
12	74,167		82,511	85,294	88,074	90,855	93,636	96,419	99,199
13	74,167		85,294	88,074	90,855	93,636	96,419	99,199	101,981
14	74,167		85,294	90,855	93,636	96,419	99,199	101,981	104,762
15	76,949		88,072	93,523	96,392	99,261	102,130	104,998	107,867
16	76,949		88,072	93,523	96,392	99,261	102,130	104,998	107,867
17	76,949		88,072	93,523	96,392	99,261	102,130	104,998	107,867
18	76,949		89,507	95,244	98,113	100,982	103,851	106,720	109,588
19	76,949		89,507	95,244	98,113	100,982	103,851	106,720	109,588
20	81,584		91,802	97,539	100,982	103,851	106,146	109,015	112,170
21	81,584		91,802	97,539	100,982	103,851	106,146	109,015	112,170
22	81,584		94,097	99,835	102,703	105,572	108,441	111,310	114,179
23	81,584		94,097	99,835	102,703	105,572	108,441	111,310	114,179
24	81,584		96,392	102,130	104,998	107,867	110,736	113,605	116,818
25	86,219		96,392	102,130	104,998	107,867	110,736	113,605	116,818
26	86,219		98,687	104,425	107,293	110,162	113,031	115,900	118,769
27	91,075		102,015	107,293	110,162	113,605	116,474	119,343	122,211
28	91,075		102,015	107,293	110,162	113,605	116,474	119,343	122,211
29	91,075		102,015	107,293	110,162	113,605	116,474	119,342	122,211
30	91,075		102,015	107,293	110,162	113,605	116,474	119,342	122,211

BOARD OF EDUCATION
RIVERHEAD CENTRAL SCHOOL DISTRICT
Riverhead, New York 11901 APPLICATION FOR SABBATICAL LEAVE

1. Name of applicant _____ Date _____
2. Current Position and School _____
3. Number of years in RIVERHEAD CENTRAL SCHOOL DISTRICT _____
4. Total years teaching experience _____
5. Formal education and degrees earned _____
6. Date of sabbatical leave _____
7. Acknowledgment that your building principal is aware of your application: _____ Signature of Building Principal
8. Detailed statement of the proposed purpose of the leave, the nature of the work to be undertaken and the anticipated educational value to you and to the school program. Status of application with graduate school should be indicated.
(Please use additional sheets as needed.)
9. Upon my selection for a sabbatical leave, I hereby agree to return to the district for a period of two (2) years immediately following completion of the leave. I further agree that should I fail to do so without the approval of the Board, I shall immediately refund to the Board such proportion of the salary paid during the sabbatical leave as the unexpired portion of two school years shall bear to said period.

DATE _____ SIGNED: _____

It is the intention of the parties hereto that no provision of this agreement shall be contrary to state or federal law. In the event any portion or paragraph of this agreement is determined to be invalid, only the portion or provision of the agreement shall be stricken and the balance of this agreement shall remain in full force and effect.

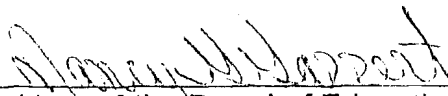
IT IS AGREED BY AND BETWEEN THE PARTIES HERETO THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE BODY HAS GIVEN APPROVAL.

All negotiations and understandings of the parties are merged in this contract, which constitutes the entire agreement between the parties. It may not be changed or modified during its term except by a writing signed by both parties hereto.


In Witness Whereof, this agreement has been duly signed and sealed this

9th day of October, 2007

Board of Education
RIVERHEAD CENTRAL SCHOOL DISTRICT

by 
President of the Board of Education

RIVERHEAD CENTRAL FACULTY ASSOCIATION

by 

Barbara Barosa, President